

**INSTITUTIONAL POLICY AND PLANNING COMMITTEE**  
**MEETING MINUTES**  
**September 8, 2017**  
**10:30 a.m.**

**PRESENT:** Cerri A. Banks; Erica Bastress-Dukehart; Beau Breslin; Grace Burton; Paul Calhoun; Bill Duffy; Greg Gerbi; Philip A. Glotzbach, Chair; Tim Harper; Lisa Hobbs; James Kennelly, Vice Chair; Kris Leggiero; Eric Morser; Levi Rogers; Taylor Salvatore '18; Max Fleischman '19 (for Kira Geary '18); Joseph Stankovich; Kim Verstandig; Michael D. West; and Joshua C. Woodfork.

**ABSENT:** Mary Lou Bates.

Called to order at 10:30 AM.

**1. Approval of Meeting Minutes**

IPPC **approved** the minutes from the May 5, 2017 meeting.

**2. TED Talk: C. Adichie, “The Danger of a Single Story”**

Joshua Woodfork, Vice President for Strategic Planning and Institutional Diversity, introduced the idea of IPPC Committee members screening TED Talks in a shared learning experience. He suggested that the Committee members pair up in groups of two as facilitators, with each team of facilitators taking turns selecting and presenting a TED Talk. Talks should be no more than twenty minutes in length, and links should be shared one week prior to the next meeting, where they will be discussed. At the opening of IPPC meetings, 1) each member of the Committee will be asked for a one-word response to that meeting’s video, 2) facilitators will offer a brief explanation as to why they chose the particular TED Talk, and 3) the exercise will conclude with a brief period of committee members asking questions or making comments related to that meeting’s TED Talk.

Joshua and President Glotzbach selected the first TED Talk and presented Chimamanda Ngozi Adichie’s, “The Danger of a Single Story.”

[https://www.ted.com/talks/chimamanda\\_adichie\\_the\\_danger\\_of\\_a\\_single\\_story](https://www.ted.com/talks/chimamanda_adichie_the_danger_of_a_single_story)

Cerri Banks and Mike West offered to select the TED Talk for the next meeting.

**3. Your Role on This Committee, Ground Rules & Goals**

President Glotzbach asked the members of the committee to introduce themselves to the group. He reviewed the role of IPPC members and noted one ground rule: listen to each other with respect. While it is certainly acceptable to disagree, members are asked to remain respectful during discussions. He also encouraged all members to participate in Committee discussions.

Phil reminded the Committee that, while most of the topics discussed by the IPPC are eventually released to a broader audience, it is important to maintain confidentiality when so noted.

**4. Admissions and Financial Aid Update**

Phil provided an update on Admissions in the place of Mary Lou Bates, Vice President and Dean of Admissions and Financial Aid who was not able to attend.

The fall enrollment is 668 total students with 25 in London. So far, we have enjoyed an excellent opening, with very positive interaction with the new class and their parents. Phil noted that the first-year class breaks down as follows:

- 41% male and 59% female,
- 13% international (a record),
- 17% first generation students,
- 25% self-identified domestic students of color,
- 10% self-identified as Black,
- nearly 50% enrolled via early decision,
- 58% attended public high school,
- 42% attended private or parochial secondary schools, and
- 42% will receive Skidmore grant assistance.

Phil reported that the spring yield decreased from 17.6% last year to 16.2% this year.

## 5. President's Report

Phil announced that Sean Campbell has been hired as the new Collyer Vice President for Advancement. He thanked the search committee which assisted with this process. He noted that the search for the new Vice President for Communications and Marketing (VPCM) as well as the search for the Vice President of Academic Affairs (VPAA) are both moving along. He commented that the VPCM search should wrap up in the very near future, while the VPAA search should conclude during the fall semester. Even so, the new DoF/VPAA may not be in place until next summer. He announced that Crystal Moore will serve as the Interim Dean of the Faculty and Vice President for Academic Affairs, beginning January 1, 2018 until the new person takes office.

Phil provided a brief review of fundraising and recent gifts to the Center for Integrated Sciences (CIS), which included a generous donation from Trustee Emeritus, Donald Sussman.

Kim Verstandig, Interim Collyer Vice President for Advancement, reported that our fundraising effort entitled the Emerson challenge is moving along well. To date, \$144.4 million in gifts and pledges have been committed toward the Campaign goal of \$200 million. The goal prior to the public launch on November 15<sup>th</sup> is \$150 million, with \$160 million to be raised by end of the fiscal year.

Vice President for Finance and Administration & Treasurer Michael D. West reported that the endowment is now at \$370 million, which is the highest it has ever been.

## 6. "Diversity and Inclusion at Skidmore College" Statement

Joshua referred the Committee to the College's "Statement on Diversity and Inclusion" and reminded all that the IPPC reaffirmed this statement last November. He asked that the IPPC once again reaffirm the statement and continue to consider how the statement might be used and/or referenced in ongoing committee discussions.

Phil called for reaffirmation of the statement: "Diversity and Inclusion at Skidmore College" **Motion, seconded and approved by unanimous vote.** Please see Appendix I for the Statement. Joshua explained that he will also ask the Faculty to reaffirm this Statement, and the Student Government Association Senate to do the same. He reminded the Committee that annual re-

affirmation allows for the community to regularly review our values and also provides a catalyst for discussion.

### **7. Strategic Action Agenda (SAA)**

Phil referenced the 2016-18 “Strategic Action Agenda” (SAA) and noted that there are a number of areas where the College met SAA goals outlined for 2016-17. He reminded the Committee that this SAA covers a two-year window and that this draft includes updates on year one and goals for year two. The SAA is also reviewed by the Board of Trustees, the Student Government Association (SGA), and will be made available to the campus community. President’s Cabinet acts as stewards in updating the SAA and keeping track of who is responsible for each goal. The two-year SAA was created to foreground our work on the four goals of the 2015-2025 *Strategic Plan*.

He asked committee for any comments and suggestions regarding either the preamble or the specific action items. After discussion, Phil agreed to revise the “preamble” by elaborating on how free speech plays a role on the campus. He encouraged members of IPPC to forward suggestions to him and Joshua. Phil indicated that next meeting he will seek endorsement of the SAA by IPPC. The SAA will be reviewed by the Strategic Planning Committee of the Board of Trustees in October. The Board tracks progress of the SAA during its May meeting.

### **8. Center for Integrated Sciences (CIS) Progress Report**

Phil introduced Kelly Sheppard, CIS Faculty Coordinator, who joined the meeting for this discussion. Phil noted that we are at a very interesting point in the process, that the CIS represents a \$150 million project all in, and that attaining full funding has been a challenge for the College and the Board. He reminded the Committee that the Board of Trustees maintains a consistent policy of not starting a construction project until the College has the funding in hand.

Phil reported that the College does not currently have the \$116 million in place for the entire construction portion of this project. So the question is whether to wait for the entire funding for new construction or phase the CIS by building the North Wing first, while we continue to develop the full funding required to complete the East Wing of the project. He proposed that we move forward with construction of the North Wing in the current academic year.

This information/plan presented to the IPPC was reviewed by the Board of Trustees Budget and Finance/Infrastructure Committee, which recommended moving forward as indicated. This information and proposal will be presented to the Board for approval during a scheduled conference call later in September.

Phil asked Kelly to provide a report from the academic programming perspective. Kelly indicated that this building was designed to be integrative, to eliminate teaching in silos, and to be student-centered. He also noted that the planning allows for maximum workforce efficiency. From the science faculty perspective, they see a major problem with the plan in the case that the East Wing is not built right after the North Wing.

Members of the Committee discussed the need for the CIS to remain a priority during and after the North Wing construction to see the full plan realized. Members also noted that while phasing the construction is not optimal for the science faculty, they recognize the level of sacrifice already made by the entire campus as resources intended for other projects are re-directed to the CIS.

After hearing from IPPC's faculty membership, Phil reported that that College leadership will create an opportunity for another CIS Open Forum so that the campus community is able to come together to hear updates and ask questions.

#### **9. Agenda Setting for 2017-2018: Call for Items**

Cerri Banks requested the IPPC continue work on the smoking policy at an upcoming meeting.

The meeting concluded at 12:00 p.m.

*Please inform the President's Office of any changes to these minutes.*

### **Appendix I**

#### **Diversity and Inclusion at Skidmore College**

Skidmore College is committed to fostering a diverse and inclusive community in which members develop their abilities to live in a complex and interconnected world. Consistent with our educational mission, we recognize ourselves as a community that respects individual identities based on varying sociocultural characteristics such as race, ethnicity, gender identity and expression, sexual orientation, national origin, first language, religious and spiritual tradition, age, ability, socioeconomic status, and learning style. We strive to create a socially just world that honors the dignity and worth of each individual, and we seek to build a community centered on mutual respect and openness to ideas—one in which individuals value cultural and intellectual diversity and share the responsibility for creating a welcoming, safe, and inclusive environment. We recognize that our community is most inclusive when all members participate to their full capacity in the spirited, and sometimes challenging, conversations that are at the center of the College's educational mission.

<https://www.skidmore.edu/diversity/about.php>